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Vol. XII

JANUARY, 1919

No. 10

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The Playground
**War Camp Community
Service**



New York War Camp Community Service

A STRATEGICAL RETREAT

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Two Dollars a Year

The Playground

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The Playground

Vol. XII No. 10

JANUARY, 1919

Happenings in the Field

The call for delicacies for soldiers ill with influenza in Wrightstown, New Jersey, was answered by volunteer contribution,—no drafting was necessary. Fifteen thousand glasses of jellies, three thousand baskets of fruit—gallons of hot chicken broth, were sent in to help the men recover.

Quarantine in Allentown isn't so hard to bear when W. C. C. S. breaks the monotony with delightful vaudeville entertainments. A special entertainment at Camp Crane for quarantined men helped probably as much as anything else to ward off sickness—at any rate, the men highly appreciated this opportune diversion.

A serenade by Sousa's Band does not fall to the lot of many of us; but this sign of appreciation was given W. C. C. S. workers in Baltimore by the musicians after they were entertained for luncheon and dinner at the W. C. C. S. Hotel. The Band was playing in the city in

the interest of the Liberty Loan Campaign.

Plans are being made for club rooms that will be placed midway between Fort Banks and Fort Heath near Winthrop, Massachusetts. W. C. C. S. will be responsible for the activities of the sick and wounded who may be sent to the Fort Banks hospital. Since these are prominent forts, the work started here now may be maintained after the war.

A unique concert to inspire the sick and the not-so-sick was planned by the Waynesboro Band. A sort of bass choir composed of the bass instruments was formed and on a high knoll from which the sounds would carry the band played sacred music, national airs and camp songs.

Two units are set aside in New York City expressly for French soldiers, although of course they are welcomed at every other club. But these have

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French names—the “Rendez-vous des Poilus” and the “Cercle Lafayette”—and are perhaps more attractive to our French allies on that account.

British, as well as Americans, are recipients of favors and services from the Officers' Department. Through this department, entrance to the most exclusive clubs may be gained with a card of introduction; the privilege of one-half rate in the most prominent hotels is given through this and the W. C. C. S. card, and also golf and tennis privileges.

Influenza throughout the camps in the country has given W. C. C. S. opportunity to do even more helpful and kindly work. In Wrightstown, New Jersey, every member of the staff has given his entire time to ameliorating the condition of the sick. The Club House has been filled with cots for the sick.

It has been found many a time that the good that men do is not so often “interred with their bones,” for knowledge of actual good accomplished prompts men to speak of it to their fellows. So it is in Baltimore with respect to the W. C. C. S. Twenty-five business men, members of the Advertising Club, who have been serving in the W. C. C. S. Hotel four hours

a week, and have thus acquired an intimate knowledge of the good accomplished by W. C. C. S., have volunteered to speak in the various churches on Community Service.

In Wrightstown, N. J., Signor Cusamano has asked W. C. C. S. for aid in increasing the morale of the Italians and plans are being made to have the Italian soldiers put on plays written in Italian at the theatres in the towns adjacent to the camp.

At the request of the Y. M. C. A. and K. of C., the Rochester W. C. C. S. provided full equipment for a football team among the soldiers.

Seven hundred cardboard mats bearing the W. C. C. S. seal were distributed to the sick men at the base hospital at Louisville, Kentucky. They served the purpose of supporting writing material.

The services of the staff of Rockford, Illinois, W. C. C. S. and all the cars were placed at the disposal of relatives of sick men at camp.

Assistance for the sick men at camp and their relatives was given systematically in Battle Creek, Michigan, by W. C. C. S. The ward and bed of the stricken soldier was located before the

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pass to his relatives was issued; sleeping accommodations were found for visiting families; transportation was organized and all trains were met.

Lincoln, Nebraska, shows a fine spirit toward W. C. C. S. and the soldiers. The Mayor told them the Keys of the City were theirs; and tailors have offered to press and clean the men's clothes free of charge.

The San Francisco office is now giving out approximately five thousand theatre passes a week to soldiers and sailors.

An old clock, standing on a twelve-foot pedestal, which had not been wound for a year, proved to be an admirable agency for W. C. C. S. publicity in Austin, Texas. The W. C. C. S. emblem was painted on the face, with dots in the outer edge of the red circle to indicate the hour spaces. Underneath the dial the words, "Welcome, Soldier," and a hand pointing to the entrance of the building, is an invitation that the soldier will probably take advantage of. The clock will be kept in order by a local firm.

Blotters with the W. C. C. S. insignia stamped on them have been placed in the hotels and railroad stations in Fort Worth,

Texas, and in the "Y" huts and K. of C. shacks at the camps. These blotters have been sent to Dallas, Waco, San Antonio, Wichita Falls and Lawton for distribution.

The camps near Fort Worth are not going to let the football season pass unnoticed. An interfield league has been started and W. C. C. S. obtained permission for the use of Panther Park and the Amphitheatre seats.

The "Every Dog Has His Day" principle applies to organizations and parades nowadays. In Sacramento, when the Women War Workers paraded, the hostesses of the Soldiers' and Sailors' Club appeared dressed in the Hoover uniform and carried a sign advertising the club.

All W. C. C. S. activities in San Antonio, Texas during the epidemic were directed toward assisting the city and military authorities. Automobiles were furnished to headquarters, workers were placed in the depots to care for the incoming relatives, and with the Square Deal Association, the organization assisted in the regulation of jitney service.

Daily community sings were inaugurated in seven of the large local dry goods stores in San Francisco.

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Relatives of the sick men at camp in Alexandria, Louisiana, were pleasantly surprised and gratified to find, upon arrival in the city, that cars were waiting to take them out to the camp. This was done by the emergency motor corps, organized to assist W. C. C. S. and women drove the motors two and a half days a week, free of charge to these visiting relatives.

Women of the Women's Committee of W. C. C. S. in Alexandria, Virginia, joined the force of nurses in the fight against influenza.

In addition to sending nurses, the Alexandria W. C. C. S. obtained blankets, gave personal advice concerning the disease and its treatment, and secured information regarding the condition of the sick men for relatives at home; also assisted in the raising of five thousand dollars for the maintenance of temporary hospitals.

If a colored person of Alexandria has a relative in the army or navy, he can become a member of the Blue Star Committee. He pays dues of five cents a month and thus contributes toward the canteen for the colored soldiers. Latest reports record not only a membership, but an enthusiastic membership, of fifty.

Meals in Atlanta, Georgia, that would otherwise be seventy-five cents are given the soldiers for thirty-five cents since the ladies of the Home Entertainment Committee have taken charge of the new canteen. One of the members pays the rent; the others act as waitresses, so meals are served at cost price.

The railroad authorities in Hattiesburg, Mississippi, cooperating with W. C. C. S. have cleared the station of undesirable loungers and installed a maid to call the trains.

The Key West W. C. C. S. secured fifteen hundred dollars worth of theatre tickets for the soldiers.

Information Bureaus are called upon to arrange all manner of difficulties, and no one knows what the next day may bring. In Montgomery, Alabama, a journey was so arranged for a soldier that he could save twenty hours of traveling for his furlough; and an old man, taking his son home, was grateful for a sack in which to carry home his son's effects.

The thirty-eight men from the *City of Savannah*, coaling in Southport, North Carolina, who were entertained one evening at the Army and Navy Club

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danced, played pool and bowled, and went on their way rejoicing.

Possibly there are no Tom Sawyers in Arcadia, Florida, for painting and whitewashing held no terrors for the boys of this town. When the dearth of workmen, due to the epidemic, delayed proceedings in the remodeling of the Old Post Office building into a community house, some of the high school boys assisted in kalsomining walls, painting woodwork, and staining the floors.

In Augusta, Georgia, all complaints on the part of soldiers against business men will in future be referred to a board created for the purpose of investigating and adjusting all claims of serious overcharge. The unique feature of this system is that the company commanders will take charge of investigating the lesser offenses, thus giving the board influence through military sanction.

The Advertising Club of Baltimore, which has pledged its support to W. C. C. S., provides slips for business houses to insert in all their bills and packages. Such queries as, "Are you doing your part to make the men in uniform contented while here?" and "Have you had a

soldier out to dinner?" in combination with the W. C. C. S. seal on the slips, are potent reminders.

"When is a truck not a truck?" In Rochester the answer would be, "When it's a canteen." For here, one of the finest residences, surrounded by almost three acres of lawn and orchard, has been turned into a place of rest and refreshment for the soldier truck driver, and is called the "Truck Canteen." The hostess is there in person to welcome the boys and to give them the freedom of the place.

Patriotic jitneys in Atlantic City! The Boy Scouts distributed automobile pasters during one week and the jitney chafeurs are making use of them—sacrificing a fare for every man in uniform carried.

Unexpected soldiers from Camp Dix as guests over the week end, even to the number of three hundred, in no way disconcerted the Atlantic City W. C. C. S. household arrangements. Plans were hastily made; extension of passes for all piers and bathing places secured; Rotarians agreed to act as guides—and Atlantic City was made very attractive to these boys, who were originally from Camp Cody.

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Two hundred sixty-four dollars and fifty-five cents was collected for W. C. C. S. during the ascent by the "Human Fly" of the side of the Traymore Hotel in Atlantic City.

Allentown, Penn., has a Women's Home Guard, formed under W. C. C. S. leadership with the cooperation of Y. W. C. A. Their perfect discipline on parade attracted very favorable attention. This proved effective publicity, for a few days later two companies were formed composed of employees of one of the large shops in the town.

Entertainment in Mt. Holly, N. J., does not lag. Over two thousand soldiers dined at the Ankokas Club during the month.

Perhaps it's the six fireplaces in the fine old house in Red Bank, N. J., where the club has its quarters, that attract so many soldiers. At any rate, the men come and stay—one Sunday, one hundred thirty-seven men spent the entire day.

The Liberty Sings in Gettysburg are not only growing in attendance but are promoting sociability among the people of the town.

"Keep - up - to - the - minute" seems to be the watchword

of the Bureau on the Common in Boston. At nine o'clock every evening and every half hour thereafter every service club in the city is to telephone regarding the state of its accommodations.

War Service Day was also co-operation day in Boston, for all the military and social organizations combined with W. C. C. S. to make the event a success in the Harvard Stadium. Forty thousand spectators especially enjoyed the highly original and exciting Ben Hur race of toboggans drawn by squads of ten soldiers each, and driven by thoroughly American, khaki-clad Ben Hurs.

W. C. C. S. distributed seven hundred fifty Square Deal cards in Portland, Me.—a very liberal representation.

"Sing, and the world sings with you" is an adaptation that applies to many War Camp Community cities. Allentown community singing has enlisted the services of four choirs, four singing societies, the employees of a store and of a factory, in addition to the participation of most of the townspeople.

Publishers in Rockford, Ill., have authorized local distributors to turn over the unsold copies of magazines to the W. C. C. S. The

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W. C. C. S. receipt, given in lieu of the covers, heretofore torn off, entitles the distributor to credit for the magazines.

The St. Louis public evidently appreciates W. C. C. S. management of athletic activities in town. In response to many requests, W. C. C. S. has appointed a committee which will develop a Community Bowling Tournament. A committee has also been appointed for basket ball, soccer and other winter sports.

In St. Paul, W. C. C. S. is planning for various classes at the public schools looking toward reconstruction work, particularly among the soldiers at the Fort. Clay modeling, basketry, Sloyd and the making of toys will be taken up.

The Board of Directors of the Chamber of Commerce in Junction City approves of a movement to open the theatres of the city free to the soldiers on Sunday afternoons.

The War Angelus in Junction City called one's thoughts to prayer for victory. The W. C. C. S., secretary secured consent of the Mayor to give orders for the siren whistle to blow at the opening and closing of the moment of meditation and prayer for the success of our armies on

land and sea and for ultimate victory.

The Soldiers' Club in Kalmar is benefiting from the generosity of citizens. Pianola and phonograph music has been donated, and recently, a local news agency has been giving six newspapers daily, and *Collier's*, *The Argosy*, *The Literary Digest*, and one short story magazine every week.

W. C. C. S. in Mt. Clemens helped celebrate Macomb County Day. A lively and interesting program was planned, a parade with floats being one of the chief attractions of the day's entertainment. Soldiers were admitted free to all places of amusement.

A community sing seems to be the popular starting place for all movements and meetings these days. In Omaha the forty-five hundred people who attended the mass meeting for girls sang themselves into enthusiasm under the leadership of a song leader, accompanied by an orchestra. The meeting opened the big fall campaign for the organization of girls in the Patriotic League.

Applications placed in the pay envelopes of the men at the Rock Island arsenal brought an increase in the membership of the Davenport Club and Rock Island Club.

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It was W. C. C. S. optimism that helped the football team of the Fifth Battalion in Rock Island. They had no fund for the purchase of equipment. The W. C. C. S. furnished them with the necessary paraphernalia which will be paid for later from the admittance fees to the games.

Another big sing! In Denver, the W. C. C. S. is preparing to welcome a crowd of twenty-five thousand; the music is to be furnished by the Shriners' Band, singing led by the Municipal Chorus, Elks' Quartette and Glee Club.

A second edition of sixty thousand copies of *Patriotic Liberty Songs* is being issued by W. C. C. S. These sheets were donated by the *Denver Times*.

They greeted the boys with a rousing cheer in Bloomington, Indiana, when they arrived in town. The W. C. C. S. with a band and automobiles for the officers, escorted the men to the barracks and every man in the detachment then received an invitation to Sunday supper. In the evening the United Chorus of the city gave the soldiers a splendid song service.

In addition to the distribution of more than one thousand free tickets by the W. C. C. S. of Detroit to the soldiers for theatre performances, arrangements

were made for three hundred men to attend a special production of *Hearts of the World*.

A special music committee formed by the W. C. C. S. of Chillicothe, composed of the leading musicians of the town, will direct a Choral Union of trained singers which will be coordinated later with a chorus from camp. Several programs will be presented and the finale will be a great W. C. C. S. celebration at the Community House on Christmas Eve.

A constant reminder of W. C. C. S. clubs in Columbus, Chillicothe, Cincinnati and Dayton, is given the soldiers by means of the passes which the W. C. C. S. had printed and sent to Division Headquarters, — one hundred thousand in all. On the back of every pass is the red circle with directions for reaching the various soldiers' clubs.

All the churches of Cincinnati have united to offer all their facilities to W. C. C. S. for the entertainment of the soldiers.

When, recently, there came a call from Camp Sherman Reclamation Department to the W. C. C. S. for assistance in mending garments—about fourteen thousand—W. C. C. S. sent out an appeal by personal letter to the women of Chillicothe. A mending unit was formed, and the

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ninety women who came on the appointed day mended the five thousand shirts sent in. They will meet twice a week.

Trench and Camp printed an article relative to the uncertainty of shuttle trains and the consequent pecuniary inconvenience to soldiers who were compelled to remain over night in Arcadia, Fla., through missing trains. W.C.C.S. responded immediately by installing cots in the community house.

One paragraph does not suffice to do more than hint at the glories of the War Camp Community Service Day in New Orleans on September twelfth. The celebration took the place of the annual carnival, and ten organizations of the city participated in the day's elaborate program. Vaudeville in the open street, where traffic was barred, community singing, band concerts, luncheon served to uniformed men at tables accommodating thousands at a single sitting, and a parade, were a few of the features of the day. A miniature edition of the *Times-Picayune* specially edited for soldiers and sailors was a unique souvenir. The city-wide response to the spirit of the day made certain the enduring value of the celebration to W. C. C. S.

A colored soldiers' community

sing in Spartanburg, S. C., met with great success. W. C. C. S. managed the affair, the Y. W. C. A. furnished waitresses for the supper to the six hundred soldiers, and the colored people in town did their share in providing the supper

The *Twelve Lessons in Conversational French* which was compiled by Prof. Vernaede for the Jacksonville W. C. C. S. has passed its fourteen thousandth copy. W. C. C. S. shipped one thousand copies to Camp Meade.

The universal interest in the constantly changing battle line was utilized by the Jacksonville W. C. C. S. Through help of the commanding officer, the W. C. C. S. secured a soldier artist to paint a large map of the western battle front and installed this in the glass window of the W. C. C. S. club. It drew, of course, the attention of every passer-by.

The Fayetteville children bring magazines for the soldiers to school. An automobile from Stewart & Co., contractors at camp, will call for these once a week to take them to camp.

The strike against the merchants of Key West was amicably settled in a conference composed of a representative of the labor union, a representative of the merchants, and the W. C.

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C. S. organizer, as chairman. It was agreed that the labor people would not patronize any store that did not display the W. C. C. S. emblem as a guarantee of fair trade.

Twenty-five free seats are set aside each day for the wounded marines in Norfolk, Va., at the Red Circle Theatre.

During Community Play Week in Alexandria, Va., fifteen chaplains filled the pulpits in the city on Sunday. The week featured a variety of entertainments for the community as well as for the men in uniform.

The W.C. C. S. in Beaufort, S. C. did a big thing in getting the commanding officer to issue an order to have the "Kite", a government boat, operate between Paris Island and Beaufort, on Wednesday and Saturday, for the purpose of bringing liberty parties.

Norfolk donated the use of the Armory Building for Thursdays, Fridays and Saturdays. And full use was made of it, for in one day the hall was used successively as a theatre, a ballroom and a dormitory. A matinee was given attended by six hundred people, an evening performance attended by fifteen hundred, a dance followed, and when the

dancers left at eleven o'clock, cots were placed in the room for eighty-six men who slept there.

"Garden Parties" in Savannah, though literally "Asphalt Parties", are affording much enjoyment to the people of the city. W. C. C. S., taking advantage of the opportunities offered by the small parks along Bull Street, organized the parties. The city installed a system of lights that add beauty to the monuments and shaded squares of the street. Refreshments are served after the dancing or the games, by the W. C. C. S.—free to soldiers, and five cents for each person not in uniform.

The Paul English Players have furnished high-class entertainments for six weeks in Alexandria, La. These were given at the Base Hospital for nurses and convalescents, and every evening in the local Air Dome.

In Deming, New Mexico, a W. C. C. S. emblem painted at each end of the words "Soldiers Welcome," on the wall of the armory, lighted by electric reflectors, calls the attention of the crowds that pass the principal corner two blocks away.

Band concert time has become the chief gathering time in Eagle Pass, Texas. It is an occasion

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when present topics like Liberty Loan and War Saving Stamps are presented to the public.

In order to inform the men of the removal of the club to Main Street in Fort Worth, Texas, dodgers were printed announcing the fact. These dodgers were dropped in camp from an aeroplane.

Some soldiers in Little Rock, Ark., have had to sacrifice their Liberty Bonds. Immediately, the alert shyster tried to reap a harvest in buying them far below par—not reckoning, however, on the W. C. C. S., which arranged with the Clearing House so that the men who have had to give up their bonds will receive the market price for them.

The churches estimate that on Sunday, Sept. fifteenth, three thousand men were entertained in private homes in Little Rock.

The Houston W. C. C. S. has been instrumental in promoting Noon Day Vespers Parade, which was started by the Musicians' Union.

Freedom of the roads was permitted the W. C. C. S. party for soldiers, by the toll people, during a trip up Mt. Hood in Portland, Ore. The owner of the hotel at the base of the mountain

offered entertainment gratis to the men.

When the Commandant of the Training Detachment of the University of Utah called on the Salt Lake City W. C. C. S. to provide cots and bedding for one hundred men, the organization was not dismayed nor the Commandant disappointed. The things were soon collected from generous townspeople, and one of the Red Cross units even tagged all the blankets so that they might be quickly returned to the owners.

Not with sign language but in real French will the California soldier make himself understood when in France, for the Palo Alto and San Jose clubs are furnishing lessons in French to the men. Also, foreigners in service are given information as to where they may study English, and may get information regarding the different phases of the war.

A new job was found for the San Jose soldiers recently. Many were detailed from camp, through the National Defenders' Clubs of W. C. C. S. to help in taking care of the fruit which had been damaged by heavy rains.

The W. C. C. S. Booth Exhibit at the California State Fair in Sacramento was a center of

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interest. The time, the place and the booth, properly combined this time, will have far-reaching value for publicity.

Donations of fruit, vegetables and general foodstuffs are promised to the Sacramento Soldiers' and Sailors' Club. The Chairman of Registration at the Club asked the people visiting the Fair from the big farming and agricultural sections to leave their names with promises of sending gifts to the Club.

Nearly two hundred colored soldiers in San Antonio, Texas, sang and told jokes in a negro minstrel show to raise money for a recreation building at the camp. The performance was given in one of the big theatres under the direction of W. C. C. S. and the Entertainment Division at Camp Travis. The profit was two thousand dollars.

No longer in San Francisco need the soldiers walk the streets at night for want of beds. Through the W. C. C. S. Hotel Bureau, men are assigned to definite rooms in a hotel directly from the Information Desks by means of direct line telephone arrangements provided for that purpose. The expense is borne by the Hotel Men's Association who are glad to relieve their night clerks.

The Austin Army Service Club, composed entirely of women who have relatives in war schools and camps in Austin, Texas, has been organized by the W. C. C. S.

Music, tea and sociability provided the Sunday entertainment given by the Adolphus Hotel in Dallas for three hundred officers, cadets and young women. Tea was served by fifty girls in white, wearing the W. C. C. S. armband.

Thirty thousand people congregated in the Band Concourse in San Francisco for a community sing. Under W. C. C. S. auspices, a gigantic community sing was held in the Civic Auditorium on the opening night of the Liberty Loan.

It's a simple matter to take five hundred and fifty men for an automobile ride on a Sunday afternoon if it's managed by the San Francisco organization. The ride was handled there by having the machines with the "Salute and Ride" motto on their windshields line up under direction of traffic police in a certain stretch of drive in Golden Gate. Under direction of petty officers, the men were assigned to machines.

There is now a club in every city in the Mexican Border district.

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Labor unions composed of shipyard workers in Tacoma, Washington, have given a number of benefit dances to provide beds for soldiers.

From Cape May, N. J., comes the announcement that Sunday night meetings are held on the pier for soldiers and sailors. The churches are indefatigable in their efforts to serve the men in uniform and they cooperate with War Camp Community Service at every opportunity.

A summer pavilion that becomes successively a dormitory and a hall for entertainments and dances has become a matter of course in W. C. C. S. work. Nothing easier! New Rochelle, N. Y., provides another example. Arrangements have been made to enclose the pavilion so it may be used for winter sleeping quarters and then for dances by moving out the beds.

The first club for colored men in Philadelphia will open in December.

Even a uniform does not render a man insensible to the discomfort of finding himself in a large department store. Perhaps this phase of masculine psychology as well as the convenience of the men led to the establishment in New York

City of a shopping bureau for officers and men in service through the cooperation of the National League for Women's Service and the W. C. C. S. The volunteer assistance of professional shoppers can be obtained through application at one of the W. C. C. S. information booths or at the W. C. C. S. Shopping Bureau, or appointments may be made by mail.

The W. C. C. S. participation in the United War Work Drive contributed much to the success of the Drive in Jersey City, N. J., through a community sing at the Armory and, on another evening, a pageant in cooperation with the Y. W. C. A.

A "Song of the Shirt" needn't necessarily be such a depressing affair as we have been led to believe. Wives of the Rock Island Arsenal Workers put quite a bit of cheer into the work, but of course it's done for the soldiers. These women meet each week to mend the shirts of the soldiers stationed at the arsenal and in the early part of November mended two dozen shirts in two days.

The attractions of the Dayton Army and Navy Club bring

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at least one hundred men each evening to the club and two hundred men on Sundays.

Any doubt attaching to the meaning of the "Slacker Record Drive" which is still on in Denver may be dispelled when it is added that three thousand or four thousand records were received by W. C. C. S. in one week. And evidently a great many soldiers and sailors are enjoying the victrolas, for fourteen thousand records received to date have been distributed to local forts and cantonments as rapidly as requests have come in.

Between two hundred and two hundred and fifty men attend the Wednesday and Saturday dances at the Colored Soldiers' Club in Rockford, Ill.

Hospitality and success are becoming related terms—one doesn't hear of the former without the latter. Through the Hospitality Committee, organized in Belvidere fourteen miles east of Rockford, Ill., a week-end party for fifty men was held there. "A complete success," says the report. The committee is enthusiastic and plans to conduct these parties every week.

"More hospitality to offer than boys to accept," is almost a W. C. C. S. slogan now, in

some communities. In St. Paul, Minn., the work is most efficiently organized and so many invitations poured in that there were not a sufficient number of soldiers to accept them.

Although regiments and armies have accustomed one to the thought of hordes of men, the fact that twelve hundred and thirty-eight men sought the privileges of the Red Circle Club in Des Moines, Iowa, during one Saturday afternoon and night until two in the morning, is an item of marked interest as indicating the extreme popularity of W. C. C. S. clubs among the soldiers.

War Camp Community Service for the colored soldiers has taken great strides lately. In Alexandria, Va., the cafeteria of the club for colored soldiers was opened on the ninth and supper served to the men there the following evening after they had been entertained in the homes of the colored people for dinner. The War Camp Community Service representative addressed a mass meeting of the colored folk on the work of the organization, and probably the strong efforts they put forth in working for the success of the United War Work Drive is partly due to

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the kindly interest W. C. C. S. has shown in their welfare.

A city-wide campaign is planned by War Camp Community Service in Atlanta, Ga., to provide each boy in camp and hospital with a Christmas package. Whether it is better to give than to receive will be a question between the generous civilians and the appreciative recipients.

Entertainments, free moving pictures and community sings furnish a varied program of amusement for the soldier on Sundays in Atlanta. That five thousand people were present at the first auditorium sing for the soldiers would suggest that the civilians, too, are choosing some of it for their own pleasure.

"This alone is worth the money that must be raised in this section," said a speaker in referring to War Camp Community Service when organizing the Victory Boys and Girls for the United War Work Drive in Key West, Fla.

In Anniston, Ala., five thousand soldiers visited the Red Circle Club No. 2 during the second week in November.

Among the impromptu celebrations of peace which marked November eleventh, W. C.

C. S. contributed its part by placing the club piano on a truck in the Square in Anniston for community singing. A Y. M. C. A. leader and a new band from camp directed the music.

What do they like for entertainment? "Moving pictures," might be the answer. Shown at the War Camp Community Service clubs they never fail to elicit approval. In Charlotte, N. C., the free motion pictures shown each night at the club are especially appreciated.

The outburst of enthusiasm for peace in Arcadia, Fla., culminated in a street dance under the direction of War Camp Community Service for the two thousand five hundred and fifty people who congregated for a celebration.

Enlisting the services of the Motor Corps, organized by the Girls' Worker, has proved an asset to War Camp Community Service, for in doing errands around Fayetteville, N. C., the Motor Corps saves dollars weekly for the organization.

The trifles that make up the sum of service of W. C. C. S. are many and varied and dependent upon local demands. At the suggestion of the organizer upon request from the

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Welfare Department of a local company, a Spanish sign was placed on a colored restaurant which caters to Porto Rican trade in Fayetteville, N. C.

The negroes' lively and expressive sense of rhythm makes any community sing enjoyable. At a sing for colored people staged in Richmond, Va., the auditorium was filled and the singing was splendid—a corollary that would always follow.

On the fourteenth and fifteenth of November the club at Southport, N. C., was closed in order that all the assistance possible could be rendered several hundred sick Porto Ricans on the *City of Savannah* bound for Porto Rico, which landed at Southport. About two hundred were taken to the hospital at Camp Caswell and a search made through the town secured one hundred old garments to relieve their destitute condition.

A wary soldier remarked recently to a lady whose tireless efforts have brought pleasure to many soldiers and sailors, when she offered him a ride in her car, "I can't ride with you. I don't know you." In Sacramento, Cal., his suspicions would have been allayed for under the chairmanship of a young woman the Auto Recreation Corps of W. C. C. S. provides rides for the soldiers and

sailors only through automobile owners who are listed in the registry which she maintains. No automobile carries W. C. C. S. insignia without the knowledge of the committee.

With the attendance of five hundred children from the public schools, a large number from the Morris Lasker playground, and the presence of civilians and soldiers, community singing was resumed in Galveston, Tex., on Sunday in the early part of November. A leading member of the Musical Comedy company playing at the Liberty Theatre at Camp Logan offered an added attraction to those who wanted to hear and not to be heard.

The organization of the local W. C. C. S. Committee in Marathon, Tex., where there are no social or recreational features in the town, gives promise of enlivening times to the soldiers.

Articles of sale such as candy, dolls, Mexican curios and Thrift and War Saving Stamps attracted purchasers at a bazaar held for three days at the W. C. C. S. Soldiers' Club in Laredo, Tex. Unusual features of the bazaar which was planned by the manager of the club, were a miniature cabaret, a splendid jazz band of soldiers, and a display of war relics. The amusement of trying to hit

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the "nigger" dolls with balls was greatly enhanced by substituting dolls representing the Kaiser for this gave a vicarious delight to many soldiers who under such inspiration acquired a more accurate aim.

War Camp Community Service floats in a monster parade in Fort Worth called attention to several activities of the organization; a dining table around which were seated several soldiers with their host and hostess; a group stand-

ing in dancing form; two soldiers playing at a game table. Behind the truck came a large car loaded with soldiers with a "Salute and Ride" placard and on each side marched a single file of soldiers.

Cooperation of a major at Camp Bowie at Fort Worth has provided good music for W. C. C. S. parties for he has detailed an orchestra of white soldiers and one of colored soldiers to play at the Wednesday and Friday entertainments.

Community Singing Grows in Popularity

The Commission songleaders are not confining their efforts to the Army and Navy. The workmen of the Brooklyn Navy Yard are to have Sings twice a week. The song leader in New Orleans is coaching men who will lead singing among factory girls.

Seattle, Washington helped to sing the Fourth Liberty Loan across by a parade of 10,000 citizens who sang as they marched through the streets of that city on September 29th. These 10,000 people, white, yellow, and black, Christian and Jew, Protestant and Roman Catholic joined enthusiastically and whole-heartedly in a demonstra-

tion of loyalty to the common cause of Democracy.

In spite of the quarantine on the New London Naval Stations a song leader went into quarantine with the boys. This was their only form of entertainment and they appreciated it.

Some of the local Liberty Loan Committees asked the cooperation of the Camp song leaders in conducting singing at meetings during the campaign. In a Kentucky town, soldier song leaders were sent to every theatre and moving picture house to teach the audiences and get them singing. They

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gave a good account of themselves and aroused enthusiasm.

good omen of the spirit with which they will return.

Song leaders are doing splendid work in the embarkation camps. The departure of "Singing Ships" from our ports is the marvel of the military officials who see them sail and is indicative of the spirit with which our boys go over the top. At the same time they are a

It is commendable that on several occasions when lights have gone out in moving picture theatres where soldiers were assembled, the latter, conducted by one of their own number, have immediately begun to sing and continued until the lights were turned on.

Measurable Effects of Welfare Work in Industry

Now many people feel that community service presents a greater opportunity for solving certain industrial problems than what has heretofore been known as welfare work. In thinking of such community service, one does well to consider some of the desirable effects upon labor turnover, output and costs which have resulted from welfare work. Of course, far more important is the effect upon the workers, the employer, and the community at large of together working upon the common industrial problem.

The Battle Creek Sanitarium with 1,500 employees has been carrying on welfare work in an organized way since 1913. Before the welfare plan was inaugurated there was considerable friction, lost motion and inefficiency. It was discovered after the plan had been running for a short time that absence from illness had dropped from an average of one and three-fourths days per month per employee to less than one-fourth day per month per employee. A greater volume of work was handled and the work was considerably more accurate than it was before the recreation periods were instituted.

An article called *How A Man Went to Meet His Labor Troubles*, published in the *Independent* in March, 1910, describes the welfare work carried on by Caesar Cone in his cotton mills in Greensboro, N. C. It asks, "And what of the man that has footed the bill for welfare work? Well, he has an un-

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usual dividend, the genuine love of his people, and the other dividends for which the world is clamoring so loudly have not suffered. Several of the departments in his mills have run at almost 100 per cent efficiency and some have actually got more work from the machinery than it was built to do."

In 1909 the Clothcraft Shop of Cleveland was hiring 1,570 workers a year to keep up a force of 1,060. Life in the factory was organized for health and happiness—with what result? More work was being done in 1914 by 20 per cent fewer people and the labor turn-over had fallen $66\frac{2}{3}$ per cent. Richard Feiss, the manager of the Clothcraft Shop has said, "Welfare work is no philanthropy but a very essential part of the management."

A table in the *Monthly Review* issued by the United States Bureau of Labor Statistics in March, 1918, shows in a general way the effect of welfare work on time lost and labor turnover from a study of 431 establishments. Although this comparison of conditions was made after labor had been somewhat affected by the war, the results are very interesting. The majority of these firms began their welfare work at least ten years ago. The costs of this work as given vary from a fraction of one per cent to five per cent of the total annual pay roll. Excluding unusual contributions, a fairly comprehensive welfare program could be maintained for about two per cent of the annual pay roll. One hundred and sixty out of one hundred and eighty-nine firms reporting on effect of welfare work on time lost reported an improvement. One hundred and thirty-six out of one hundred and seventy-four reported an improvement in the stability of the force. One firm which had compiled statistics with regard to the reduction in the turnover had an increase of 13.4 per cent of employees of more than two years' service in 1916 over a similar group for 1914, due entirely, so the management stated, to their welfare work. The extent to which the output was affected by welfare work was difficult to determine as labor conditions were unusual and few companies had made a study of that point. A few firms gave it as their opinion, however, that the output had been increased by it. Boyd Fisher, in an address at the Employment Managers' Conference in Philadelphia, 1917, said, "it is significant * * * that every plant in Detroit that has reduced its turnover of labor in the last year has increased its output per man. In some cases it has doubled it." It might, therefore, be inferred from this statement that the firms which

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had reported reduction of labor turnover had probably increased their output somewhat.

Hours and Wages

It is universally recognized that two of the first essentials to the welfare of the employees are an equitable wage and reasonable hours of labor. The relation of output to the number of working hours is interestingly shown by the experience of the granite cutters of the United States. The first cut in their hours was from twelve to ten and the output was not reduced. In 1890 the ten hours were reduced to nine and again the output was not reduced. In 1900 an eight-hour day was secured and still the output was not reduced. Moreover, the finished product in granite cutting has not increased in price to the consumer. Mr. Cranford of Buffalo, an employer in the granite business, found from his records that the same man under identically the same conditions accomplished more in nine hours than in ten and more in eight than in nine. He, therefore, experimented upon one man, giving him the eight-hour a day wages and letting him work but seven hours. This man in six weeks increased his output from three to twelve per cent, according to the kind of work he was cutting.

Several experiments have been tried by increasing the wages of employees, where low, through additions to the regular salaries and through providing piece work, with the result that the output has been increased, in some instances doubled, and a lower price has been offered the consumer.

Type of Work Place

The aesthetic is not overlooked in welfare work—the color of the walls and ceilings, good architectural features, trees, grass and flowers. In an investigation made by the American Museum of Safety, the question was asked of the factory managers whether they had found that their experiments on these points had increased the efficiency of the workers. Seventy-five per cent of those who replied were emphatic in their declarations that the effect had been good.

Sanitation

Sanitation is another form of welfare work which has had a direct effect upon output. Mr. Schwarze, in his handbook on shop lighting, declares that the results of experiments show that the installation of a proper system of shop lighting will increase output all the way from two to ten per cent. "In a certain

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steel plant, where an efficient system of lighting was installed," he writes "the output at night was increased a little over ten per cent." There is the same relation between output and ventilation as between output and lighting.

Clean washrooms, toilet rooms, locker rooms and shower baths are an important part of factory sanitation. Mr. Close, manager (in 1912) of the United States Steel Corporation's Welfare Bureau, has said, "This is the feature of our work for which we are most unable to show returns. When someone asks me how it pays us to put in baths for our men and playgrounds for their children, I can't exactly tell him. And yet, you know, and I know, and everyone knows that the man who takes a bath every day is the efficient man, and the child who has a place to play is the child who will grow up to be efficient." He also declared in talking of the work in sanitation, "There isn't an epidemic in any plant of the Steel Corporation. There hasn't been one since we started our sanitary work."

Much strain and irritation has been taken from workers, through insisting on cleanliness, providing rest periods, and inventing devices which make work easier and more pleasant. The result is that the workers do more work with less fatigue. A pamphlet issued by the committee on labor, advisory commission, Council of National Defense, says, "Fatigue diminishes output not only directly, but indirectly, by increasing accidents and the proportion of spoiled work and by causing sickness and absences of employees. It will, therefore, be profitable to employers, to employees and to the Nation itself, to inquire into the ways by which fatigue may be reduced."

The motto of "Safety first" has been adopted in many establishments because it has been found that it is good economy to conserve human life. Miss Ida M. Tarbell in her *New Ideals in Business* tells of one foundry which claims that its accidents were reduced eighty-five per cent by compelling the workers to wear congress gaiters. The results of safety education and organization in the Steel Corporation have been amazing. Fully sixty per cent of accident reduction is charged to it. In the three years of 1911, 1912 and 1913 the casualty expense of the Steel Corporation was nearly seven and three-quarters millions of dollars. In three years they made a total net saving through safety work of \$2,697,115.19.

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Health Movement

Very like the safety movement is the industrial health movement, which includes physical examinations of employees upon hiring, lectures on health, employing of a physician and nurse to care for employees, provision of dispensaries and convalescent homes. The value of such work is evident in keeping employees fit for work. There is no phase of the Clothcraft management in Cleveland from which it is believed a more direct return in dollars and cents comes than from this medical service. Three years after this type of industrial betterment work was started in the Tennessee, Coal, Iron and Railroad Company at Birmingham, Ala., the average earnings of the employees had increased in a higher percentage than their rates of wages and the average number of working days per month had increased from sixteen to twenty-two.

Recreation

It is difficult to find figures which show the effect of recreation upon turnover and output though there are many statements to show that managers believe such effects result from this form of welfare work. In the introduction to the proceedings of the Employment Manager's Conference, held in Philadelphia in 1917, Royal Meeker says, "Leaving out of account all considerations other than the maximum output of product, a proper system of labor management would provide for workers ample time and facilities for rest and healthful recreation." Mr. Feiss of the Clothcraft Shop in Cleveland says, "I can't afford to have people working in my shop who don't have fresh air and fun." He also reports that as soon as they had their lunch room and recreation grounds in working order there was an immediate reduction in the number of men patronizing the neighboring grog shops. Before long the saloons in the neighborhood had been compelled to disappear and no one has attempted since to establish one nearby. Since "a drinking man makes stability out of the question" such a result must help to make for a reduction in labor turnover and also for a lessening in accidents. Providing milk for the employees during the day and the provision of a clubhouse where they may meet together for sociability all have a discouraging effect on the saloon.

Miss Tarbell, in speaking of the recreation facilities provided by the National Cash Register Company and the United Shoe Machinery Company, says, "They pay the firm, or they

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would not be supported by two as hard-headed concerns as these." "The effect of all these varied free activities * * * is blessed. It breaks the intolerable monotony * * * [which is] probably the chief cause of the unstable pay roll." "What baseball is doing for health and sociability in American industries cannot be estimated."

Miss Mary B. Gilson, Superintendent of the Service Department in the Clothcraft Shops, in speaking of the noon games and recreations, says, "I think I may safely say that in conjunction with the records of work these activities furnish us the most valuable means of determining the fitness of a worker for advancement to positions of responsibility." She says further, in speaking of the various forms of recreation provided, "Many people regard such things as fads and fancies in an industrial establishment, but * * * if you could visit one of our parties * * * you would be convinced that we are not only having a 'swell' time but we are getting results."

Mr. W. L. Chandler of the Dodge Manufacturing Company, Mishawaka, Ind., in an article entitled *Conclusions from a Survey of Over 500 Employees' Benefit Association* says, "A man who is proud of the employees' benefit association or of the thrift club, or baseball team, or band, must unconsciously have a good regard for the plant and organization behind it, which, barring irritants of some form to disturb the situation, will build for a low labor turnover."

An address by John Jackson, Superintendent of Straw-bridge and Clothier, telling of the Mutual Aid Associations of that concern, says, "We believe that the group of employees' mutual benefit associations would be incomplete without an athletic association. The tonic of outdoor life and sports is one that cannot be secured in any other way. The cooperation of a large number of people from the same organization and the healthy rivalry which is sure to be engendered by outdoor sports must make for personal as well as organization betterment."

The subject of industrial education is too large
Education a one to describe here. Its beneficial effects are, however, quite evident. Boyd Fisher says in his address, *How to Reduce Labor Turnover*, "It is always cheaper to transfer from a less important position an employee who has been in training for a promotion. A work force can be more certainly toned up by educating apprentices and giving a

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continuing and broadening education to operatives than by hiring brand new men by any system of careful selection whatever. The growing demands of industry far outrun the supply of skilled workers, and not only to contribute its share of trained people but even to obtain its share, a plant must cooperate in the general educational program."

Classes in sewing, domestic science, stenography, arithmetic, literature and technical branches related to the industry, are held in many establishments. These naturally benefit the worker and the factory profits from the improvement of the employee.

Housing Housing is another phase of welfare work which is well worth considering. Miss Tarbell

says, "One of our greatest safety experts says that safety is impossible if a man is poorly housed and fed. An experimenting and successful manufacturer employing hundreds of girls declares that unhappy homes make unstable pay-rolls. Competition itself is forcing employers to consider the outside life of their employees. The first and most important thing they must consider is the house the man lives in." She goes on to describe the redemption of the towns of the Frick Coke Company in Western Pennsylvania. Houses were built and put in order, streets were graded, and the yards were covered with soil to enable the residents to raise flowers and vegetables. In telling of the success of this policy, she says, "This redemption is as much a part of the company's business management as the method of taking out coal or making coke. They believe that the success of their business depends more upon their laboring force than upon any other one element. To have efficient, trustworthy, and steady men you must have healthy and contented men. Men are neither healthy nor contented in wretched homes." These are undoubtedly the reasons which have prompted other employers to provide some means whereby their employees may be enabled to live in a decent and comfortable way.

Profit-sharing Possibly the following instance will be of interest in showing the benefits of a system of profit-sharing in reducing the turnover of labor. At the Ford Motor Works in December, 1912, 3,594 of the 5,678 men hired turned out to be "floaters," "five-day men," as those who come only to go are called. A month after the profit-sharing scheme was announced, the new practices in fitting

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men to their tasks installed, these floaters fell to 322. Not all profit-sharing is as successful as this. It depends upon the form and motive of the scheme.

Provident Funds

Mr. W. L. Chandler of the Dodge Manufacturing Company, in giving conclusions from a survey of over 500 employers' benefit associations, says, "Capital has but recently awakened to the value of these organizations in steadying the force and in reducing some of the unmeasured 'leaks of business.'" These "leaks" are the cost of absenteeism or the loss of quantity and quality of production due to workmen's being harassed by debt incurred through sickness or to their dragging themselves around in an effort to fight off disease without proper medical attention.

Mr. John Jackson, Superintendent of Strawbridge and Clothier, says, "The distribution of more than a quarter of a million dollars in benefits by this association carries its own message and leaves no need of comment from me as to the usefulness of such work."

The Bell Telephone Company in 1913 set aside \$9,000,000 for pensions and "disability and death" funds. Since 1910 the United States Steel Corporation has administered a fund of \$12,000,000 of which Mr. Carnegie gave \$4,000,000. At the end of 1915, it had over 3,000 names on the roll. The average amount each received was a little over \$219 a year. Many smaller concerns have provided some form of pension.

Supervision

In the table printed in the Monthly Bulletin of the United States Bureau of Labor Statistics mentioned previously, it was found that welfare secretaries were employed in 141 of the 431 establishments studied. Outside agencies cooperated in 154. The administration of the work was by employers alone in slightly more than half the cases. It is repeatedly emphasized that where the employees have a part in the management, the welfare work is most successful. Where the employer carries on welfare work as a form of charity or to further his own business interests, it is seldom successful. A generous and broad-minded policy, with the help and encouragement of the employees as its aim, will invariably bring out an unusual personal interest in the business on the part of the employees, which naturally will make for a low labor turnover.

If welfare work is administered in the proper spirit, we shall

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find many employers exclaiming as the steel man did, when asked as to whether welfare work paid from a practical view point, "*Pay?* Well, I should say it does pay. *Worth keeping up?* Well, we're spending more and more each year on it. *Practical?* It's practical down to the last cent!"

May Day Programs

CONSTANCE D'ARCY MACKAY, War Camp Community Service,
New York City

Since the celebration of May Day goes back to the very beginnings of history, there is an infinite variety of ways in which May Day can be celebrated. Nature and fanciful fairy myths may be used as the basis; a Greek theme may be drawn upon or some old world theme, such as The Pied Piper of Hamelin may be used. The English Maypole legends, including the Robin Hood legend, are ever popular. Last but not least, there is an American theme—The Maypole of Merrymount, famous not only in history, but in Nathaniel Hawthorne's story of that name.

With all this vast store of printed material ready to draw upon a great variety of May Day celebrations can be had. And it may be remarked here that May Day is too often allowed to become monotonous. By using a little ingenuity and common sense the same costumes can be utilized in succeeding years, and yet a totally different and stimulating effect obtained. A few new costumes added to the costumes on hand will often help to transform a festival into a totally new thing. Thus the costumes of nature myths will do for fairy plays, and later for Greek plays; old English costumes, supplemented by Puritan costumes can be used for The Maypole of Merrymount.

If possible a different story or myth should be used each year as a festival basis. It might be well to begin with Greek festivals or with myths and work forward to an American festival.

BOOKS THAT WILL BE OF HELP TO FESTIVAL WORKERS

Festivals and Plays by Percival Chubb, published by Harper Bros., Franklin Square, New York at \$2.00. *Folk Festi-*

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vals by Mary Masters Needham, published by B. W. Huebsch, 225 Fifth Avenue, New York at \$1.00. *The Festival Book* by Jeanette E. C. Lincoln, published by The A. S. Barnes Company, 381 Fourth Avenue, New York City at \$1.60. *Plays and Games, for Indoors and Out* by Belle Ragnar Parsons, published by The A. S. Barnes Company, 381 Fourth Avenue, New York at \$1.60

FOLK DANCE BOOKS THAT WILL BE OF HELP TO FESTIVAL WORKERS

The Morris Dance, edited by Josephine Brower, published by Novelle Co., No. 2 West Forty-fifth Street, New York City at \$1.00. *Polite and Social Dances*, edited by Marie Ruef Hofer, published by the Clayton F. Summy Co., 64 East Van Buren Street, Chicago, Ill., at \$1.00. This book is valuable for historical pageants because it has good pictures, descriptions, and music of historic dances from the earliest times to the present. *Folk Dances of Denmark*, and *Folk Dances and Singing Games*, edited by Elizabeth Burchenal, and published by G. Schirmer, No. 3 East Forty-third Street, New York City. at \$1.50

NATURE AND FANCIFUL FAIRY MYTHS

Cinderella in Flower Land, by Marion Loder, published by Chas. H. Ditson & Co., 8 East Thirty-fourth Street, New York City at 30 cents. This little operetta can be used very charmingly as a May Day Festival. It tells the story of Cinderella, only in this case all the characters are flowers, and the lost slipper is the Lady's Slipper. The costumes can be very inexpensive yet very pretty. The music is bright and attractive. This operetta has already been very widely used as a May Day Festival. Any number of children can take part.

The First Spring Baskets from *A Child's Book of Holiday Plays* by Frances Gillespy Wickes, published by the Macmillan Company, 64 Fifth Avenue, New York City, at 75 cents. This is a whimsical and delightful little play in two short scenes, both of which can be given out-of-doors, or indoors if desired. There are children and dryads and fairies and wood creatures in this play and very pretty dances could be introduced. The whole play breathes an atmosphere of

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spring. It would need twenty-five boys and girls to give it effectively.

Blossom Time by Alice C. D. Riley, published by the John Church Co., 39 West Thirty-second Street, New York City at 25 cents. This is a festival which can be made either short or long as desired. It needs at least twenty boys and girls to make it effective but as many more as desired can be used. The festival, which is really a festival of country life, has to do with all the new life of spring, blossoms, birds, lambkins, flowers. It contains recitations, songs and music.

Spring Festival by Marie Ruef Hofer, published by the Clayton F. Summy Co., 64 East Van Buren St., Chicago, Illinois, at fifty cents. This festival is most valuable because it gives all the music for the dances, as well as a festival outline, and descriptions of costumes. It is really a pageant of the four seasons, and either the whole four seasons can be typified or one or two of them given as desired. There are leaves and flowers, sunshine and wind and rain and insects, including grasshoppers and butterflies. It is really a very delightful festival. Little children can do some of the dances, while others can be given by girls and boys of high school age if desired. No section of the festival can be given effectively with less than forty participants. The whole festival would take one hundred and fifty participants in order to do it justice.

The Enchanted Garden and a *Pageant of Hours* from *The House of the Heart* by C. D. Mackay, published by Henry Holt & Co., 19 West Forty-fourth Street, New York City at \$1.20. Both these plays have been used as a basis for spring festivals. In them boys and girls can be used interchangeably. *The Enchanted Garden* is a play about flowers, with flower dances, and from twenty to forty children can be used in it. *A Pageant of Hours* has been used as a small May Day celebration. There are fourteen characters in it, but this number may be increased to fifty or sixty by the introduction of dances.

The Sleeping Beauty could easily be made into a festival by a festival worker, since there is no dramatization of this play. A version of it given as a spring festival at the Neighborhood Playhouse, New York City, presented the idea that the Princess was really the Earth awakening to the kiss of Spring.

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Spring was the Prince, clad in green, and Winter was the Witch that put the Earth to sleep.

GREEK FESTIVALS

Greek May Festival from *Folk Festivals* by Mary Masters Needham, published by B. W. Huebsch, 225 Fifth Avenue, New York City at \$1.00. This festival outline can be found on page 51. It is a dramatization of the old story of Proserpine. The festival would be particularly good for an all-girl cast in a normal school, high school or college. It gives full suggestions for the organizing, costuming and rehearsing of the festival. The costumes would be Greek throughout and at the very least 35 girls would be required to produce it. For a large Greek festival on the same theme two hundred girls could be used effectively in pantomimes and dances.

The Masque of Pomona from the *Forest Princess and Other Masques* by C. D. Mackay, published by Henry Holt & Co., 19 West Forty-fourth Street, New York City at \$1.35. This Masque has been used by colleges and normal schools as a May celebration. It has been produced by a cast of three, Pomona, Vertunnus and an Old Woman, by leaving out the chorus of vine dressers and Greek youths and maidens with which the Masque begins. For its adequate presentation the Masque should have a cast of from twenty-five to fifty participants, or as many more as desired. A number of dances are introduced and the costumes are Greek throughout. The Masque deals with a Greek fable of the Spring.

ENGLISH MAY DAY

Outlines for English May Day celebrations, including material of the Robin Hood legends can be had by applying to The Playground and Recreation Association of America, 1 Madison Avenue, New York City. Material of this kind can also be found in Percival Chubb's *Festivals and Plays*, published by Harper Bros., Franklin Square, New York, at \$2.00. See page 182.

AMERICAN MAY DAY

The Maypole of Merrymount from *Patriotic Plays and Pageants* by C. D. Mackay, published by Henry Holt & Co., 19 West Forty-fourth Street, New York City, at \$1.35. This play

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tells the story of the first Maypole celebration ever held in America. It is not possible for children of less than the eighth grade, but eighth grade young people, high school boys and girls and colleges have acted in it. It has also been given by communities. There are sixteen speaking parts, ten men and six girls. As many extra people as desired can be used in it. The costumes are in strongly picturesque contrast: There are Puritan costumes and the somewhat gypsylike costumes of the Merry-mount Revelers in bright gay colors. The account of this actual Maypole and its strong dramatic influence can be found in *Twice Told Tales* by Nathaniel Hawthorne.

Practical Aids in Conducting a Neighborhood Recreation Center

II

HAROLD O. BERG, Supervisor Extension Department, Board of School Directors, Milwaukee, Wisconsin

PRACTICAL SUGGESTIONS FOR CONDUCTING A BILLIARD ROOM

The billiard room should be in charge of an attendant and a checker.

The player before entering the game must register with the checker, secure a ticket and await his turn as indicated on his ticket. Five players are assigned to a table. Their tickets have the same letter and are numbered from 1-5. These tickets should be collected before the game begins. The attendant is to arrange the balls with the triangles, interesting those waiting their turn to play in chess and checkers. Do not give a boy a ticket for another game while he is still engaged in one.

Do not allow any players to sit on the table to make a difficult shot. Make them use the bridge or keep one foot on the floor.

Keep a close look-out for gambling and profanity.

Admit no boys in short trousers or under 16 years of age in the pool room—not even as spectators.

Hold monthly tournaments. Take entries and post the schedule of games. Post also scores up to date. Post the highest score made each day as an indication of the contest. Advertise

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the tournament by posters and by word of mouth. Encourage inter-center pool contests.

Various kinds of pocket billiard games may be played. If the attendance is poor, games requiring considerable time may be allowed, but as soon as the attendance picks up such games must not be permitted to begin.

Before leaving put the attendance cards, tickets, cues, and balls in order for the next evening's work. Cues to be mended after 9:30. Keep the tables in good condition. Brush them thoroughly before the beginning of each session.

The checker is to have in his index case a card for every frequenter of the pool room. On these cards are to be placed the number of the table and the number of the card given. Particulars for these records will be found in the record books provided for that purpose.

Neither the attendant nor the checker should take part in any game. On the other hand the billiard room attendant cannot afford to be a chair warmer. The job if done right allows little or no time for sitting. Greet the boys as they come in and bid them adieu as they leave. Pay special attention to new-comers. Show them how to obtain the check. Invite those whom you see standing in the doorway to come in. Mix with the boys. Learn their names and their occupations. Interest yourself in the things that interest them. The pool room is the only kind of social center activity that at first attracts a certain type of boy. It should not remain the only one, however. Attempt to interest him in other center activities. Your position gives you a wonderful opportunity to be an influential factor in many a young man's life.

PRACTICAL SUGGESTIONS FOR CONDUCTING CLUBS AND CLASSES

Whenever possible, activities should be organized into clubs instead of classes, as for example: bands, orchestra, glee clubs, dramatic clubs, gymnasium clubs.

The attendants and the members should be made to feel the responsibility in keeping up the attendance. Periodic parties will assist in maintaining a good attendance.

Clubs are easily formed and die just as easily. Many die because they meet too often. The great responsibility of lengthening their lives falls on the director. This is done by advising

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and planning with the officers the work to be carried on at the meetings.

In club life breaking bread together aids in strengthening the bonds of union. Have spreads.

Each club should have its officers, constitution, stated time for meeting, monthly fee, and delegate or delegates to the central council.

Boys and men will band themselves into large clubs; girls and women form small clubs. Foster the growth of small groups and have frequent, say monthly, union parties of all the clubs.

Athletic and social clubs should gradually be led into literary, musical, dramatic work. No activity should be permitted behind locked doors.

All activities in charge of a paid attendant must have an attendance of fifteen. If the attendance falls below, the activity will be discontinued.

Clubs and societies using the center must affiliate with it and become an integral part of the organization.

Clubs may meet on any social center night.

All members of club activities should be registered on club attendance cards which should be kept in the office. Attendants are to call for the cards at the beginning of the session and return them before leaving the building with the attendance marked up to date. The director should keep in alphabetical order an attendance card for every individual belonging to some social center activity. Attendants should report new members every evening to the directors on the enrollment slips and directors should transfer these to the enrollment cards. Each individual is to have one enrollment card on which all his activities should be registered. On it should be indicated also the date of withdrawal from any registered activity, giving cause. Keep this office register up to date.

PRACTICAL SUGGESTIONS FOR CONDUCTING A QUIET GAME ROOM

The success of this room depends largely upon the personality and the enthusiasm of the attendant.

The program according to which this room is conducted is posted in the plan book furnished to the Quiet Game Room attendants. Post a list of games on hand.

Do not give out games wholesale. When a game is given

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out delegate someone to be responsible for its return in perfect condition. Afternoon children when entering the room should be made to take seats and come for games at the invitation of the attendant. Allow no games to remain upon the tables when not in actual use.

"Quiet Game Room" is a misnomer. A certain amount of the noise can be avoided. It takes judgment to know how much legitimate talking and enthusiasm to tolerate.

When teaching a game do not become oblivious to the remainder of the room. Station yourself so that you can see what is going on. Encourage those to whom you have taught a game to teach it to a group of others. Interest yourself in the progress and the results of all games going on in your room. Indicate this interest if it be merely by a passing remark.

Advertise tournaments by attractive posters not only in the game room but also in the corridors and in other rooms of the center. Post the names of the winners.

Organize bowling teams, checker clubs, chess clubs. Arrange inter-center contests.

Keep games and supplies in a systematic order. Label the shelves of the cupboard. Mend your games. "A stitch in time saves nine."

On the last Saturday evening of each month take a careful inventory of all the quiet game room supplies according to directions found under cover of the quiet game room inventory book.

Regular bowling rules should govern the games played on the "miniature bowling alley."

PRACTICAL SUGGESTIONS FOR LIBRARIANS AND FOR THOSE CONDUCTING READING ROOMS

The library should be at all times an inviting part of the center. The personality and attitude of the librarian in charge are a very determining factor in making it such. Many times the first visit to the library is one of curiosity. If made to feel at home visitors will be sure to come again. These visits though at first almost purely social, eventually under the guidance of a tactful librarian, result in an hour's reading and even in drawing of books.

The ultimate aim of the librarian is to create a reading

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habit so that those coming to the library will become borrowers and draw books for home use. Work constantly to secure new borrowers. Have on hand constantly a liberal supply of applications for library cards. Encourage children to become borrowers. Explain carefully the filling out of applications. Mention to foreigners that books may be drawn free of charge. Explain in all cases that the card you give is good all over the city. Tell about the Milwaukee Public Library system. Suggest a visit to the main library and the larger branches.

It is not difficult to induce some people to become borrowers. They are already readers but have not been brought in contact with the great privileges of a public library. Other visitors have never had a reading habit, have never been brought in contact with books. Such people do not become seized with a desire for books the minute they step into a library. They must be handled with great tact. To mention the drawing of books on their first visit will be sure to keep them away in the future. Enter into conversation with such patrons, find out their occupations, hobbies, likes and dislikes, nationality, temperament. Bring gradually to their attention short *illustrated* articles that you think will interest them. If the proper subject matter, written according to their ability is put before them, they are quite sure to become interested. A librarian must know her books and magazines, know her patrons and then use tact in bringing the two together.

Greet everyone who enters your room. When they leave invite them to come again. Comment upon their absence. There should always be a quiet dignity about a library. Avoid however an atmosphere of suppression. A certain amount of talking is permissible.

Teach children in the afternoon how to use the library. Teach the proper library conduct. Instill into them a library spirit.

Keep the library looking neat. Keep tables and chairs arranged in their proper order. This must be attended to several times during an evening. Do not allow chairs to be moved from one table and grouped around another.

Do not store papers, paste jars, on top of the cases. Keep the books set up firmly with book supports. Label the shelves. Be particular about the appearance of your desk.

Check magazines and daily papers as soon as they arrive.

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A book is furnished each library for this purpose. Notify the newspaper offices on the following morning of missing copies. Give the director at the end of the month a list of missing magazines.

File daily papers as soon as they come. Be sure to paste in odd sheets. Keep papers on file one week.

Stamp all magazines with the neighborhood center stamp on the cover and on several pages. Keep the latest issue in the magazine covers. Keep back numbers of the magazines in a special case or cupboard, stacking like magazines together. Label the shelves with the names of the magazines belonging on them. These shelves easily become out of order. They must be arranged often. Throw no magazine away even if worn. They are to be turned in to the main office at the close of the season.

Magazines can be made a great drawing card. Advertise them. Do not call attention to the magazines as a whole but call attention to individual articles. There is something for everyone in the magazines. To use a magazine successfully requires a knowledge of its contents. Review them as they come. Advertise the magazine by personal work with individuals as well as by posters. Call attention to the arrival of the new numbers. Call the attention of the other workers in your center to the articles you may find along their lines of work, for instance, crochet patterns, articles in millinery and dressmaking, chess and checker problems, baseball stories, accounts of athletics and tricks, games, plays and recitations.

Keep the bulletin boards of the library attractive. Do not allow the material on them to become ancient history. Change it often. Put up clippings, magazine and book notices, pictures and reading lists. Display curios, Public Museum specimens, industrial exhibits which may be drawn from the office. Always accompany such exhibits with reference to book or magazine articles on the subject. The main object of the bulletin board is to create new reading interests. Simple science experiments often help to interest boys to read along new lines.

Keep books mentioned in reading lists on a special shelf or table. Indicate the articles by little paper book marks on which are written the name of the book and the page of the article. Label the special shelf or table and ask that the books be returned to it.

Acquaint yourself with the course of study of the public

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schools and the text books used in the different grades. When working with the afternoon children, ask them their grade in school and give them books related to the work of that grade. Call on the teachers of the school in which you are working and offer to secure for their pupils books on topics studied by the class.

Explain to the children the classification and arrangement of books in a library. Teach them to do reference work.

Discourage children attending the grade school from coming for books in the evening.

Advertise the foreign books. Encourage children to take them home to their parents. In such cases, care must be shown in the selection of books. Ascertain from the child something about the interests of the one who is going to read the book. Advertise the foreign books in the evening school and naturalization classes, also at the entertainments.

Play the phonograph in the evening. Do not play continually. Have intermissions between records. Do not let any person but the librarian operate the phonograph. When through using remove and put away the crank. Only one record at a time should be removed from the carrying case and should be put back as soon as it has been played. Use metal needles only. Keep speed set at 78. Dust records with a piece of velvet before playing. In the afternoon play only the records assigned to you. Keep your circulation records very carefully as indicated in the record book furnished each library. The librarian, not the afternoon checker, should make entries in the book.

Monthly reports must be closed on the twenty-eighth of the month and mailed to the office of the supervisor the evening of the same day. Make out a duplicate report for the director.

When a book is a week overdue send a postal notice to the holder. Children will sometimes be able to act as messengers for you.

Pay at least one visit a week to the main library. Telephone to the library for books requested by your patrons. Advertise the fact that books other than those on your shelves can be obtained by leaving a request with you.

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PRACTICAL SUGGESTIONS FOR CONDUCTING DANCING CLASSES AND SOCIALS

Dancing classes and socials are held on Saturday evenings in Milwaukee, the dancing class from 7-9 o'clock and the social from 9-11:30. No one is admitted to the dance after 10:15. The attendance is limited to 300.

The admission to the dancing class is 5c; to the social 10c for a boy and 5c for a girl. Only people who are known to the director or can be introduced to him by someone whom he knows well are to be admitted. When selling tickets the checker always demands the name of the person not a member. The door-tender, checker or any other employee may not vouch for strangers. This must be done by the director. Persons desiring to be vouched for by the director or to be introduced to him must wait for him in the lower corridor. In no such case must the director be sent for. These people are to wait until the director makes his periodic round through the building. No person under sixteen years of age is admitted unless accompanied by a parent. No boy in short trousers is admitted to the social no matter what his age may be. The attendance of parents and older people is encouraged.

Tickets are sold in advance only to people who are members of other activities and then only on the night of actual attendance in that activity. Tickets may be reserved by those whose names are recorded but must be called for before nine o'clock unless some other hour is stated when the ticket is reserved. The number of tickets sold to each sex is limited but couples coming after the limit for sex has been reached are admitted. "Stagging" is discouraged.

The director is to have the following assistants at the socials: chaperon, door-tender, checker, one or more wardrobe boys.

The chaperon should not station herself on one side of the room but should spend most of her time in the middle of the floor.

The wardrobe is on the first floor. No wearing of sweaters is allowed and outer wraps must be discarded before admittance is gained to the hall. Attention to personal appearance is encouraged.

The dancing teacher is expected to give the program of the

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social to the orchestra one week in advance so that they may come prepared. The director, too, must be supplied with the program. Each program contains 15 numbers, dances 6 minutes; intermissions 3 minutes; after the eighth dance an intermission of 10 minutes. The numbers of the program are indicated by cards and the musicians are responsible for the shifting of these cards.

SOME GENERAL SUGGESTIONS FOR THE DIRECTOR IN CONNECTION WITH SOCIALS

Give the young people plenty of opportunity to dance so that they will be tired and ready to go home at 11:30.

Allow no one to leave the building for smoking or refreshments.

Do not permit improper holding or improper positions of the body while dancing.

Watch very closely and carefully the conduct of the young people during intermissions.

Be sure that all class room and cloak room doors are locked.

Allow no orchestra numbers with a sensual rhythm. Do not allow songs the words of which are not in conformity with the dignity of the school. Dances should maintain the same tempo throughout.

Have a floor committee. Give them a ribbon badge, a star, or some mark to designate them as individuals vested with authority. Persons violating the rules of the socials are upon the first offence to be warned without being humiliated and upon the second offence to be dismissed from the hall.

Keep the floor in good condition. Wax it when necessary. The dance floor should be scrubbed twice a month.

Young people should not be introduced to one another by persons in charge of the socials unless both persons are known to the introducer. Acquaintances should be made in the usual and legitimate manner. The dangers of wholesale introduction are very obvious.

The social is a golden opportunity for the director to become acquainted with his people and induce them to join the other activities. Announce other activities at the socials.

Where possible give the socials the atmosphere of a party by proper decorations and names, as for example, Hallowe'en

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Party, Sylvester Eve Party, Valentine Party, Washington Party, Easter Party. Commercial recreation always strives to make itself attractive by alluring decorations.

Allow no dancing after entertainments or match games.

The director should be in constant attendance at the dance except for the periodic trips through the building which he should make. This is not the time to spend in the office preparing reports. With only one activity to supervise the director has a great opportunity to do field work among those in attendance.

PRACTICAL SUGGESTIONS FOR CONDUCTING ENTERTAINMENTS

Entertainments are held bi-weekly in Milwaukee. A fee of 5c is charged adults, children 3c or 2 for 5c. All activities are to be closed on entertainment nights. Entertainments begin at 8:15 and last not longer than 1½ hours. The doors are opened about 7:40.

The audience should be limited to the number of chairs. The stair-case should be lighted and exit lights must be turned on. Halls should not be over-crowded.

All children must sit with their parents throughout the evening. No child under fourteen years of age is admitted unless accompanied by a parent. Children are not admitted if accompanied only by older brother and sister. This rule is an effort to get the parents.

Boys and men not accompanying ladies are to sit in a segregated section of the hall.

The following aids are needed: door-tender, two ushers, and a ticket taker. Where possible the ushering and ticket taking is done by volunteers, thus making the entertainment self-supporting. The film rental, the salary of the operator, and the cost of any program number is paid out of the receipts. All other help is put on the pay roll. Not over \$2.50 should be spent for an outside number.

The entertainments are advertised by circulars, by indoor and outdoor bulletins, through the newspapers, by pupils of the day school and the evening school, and the afternoon activities.

Copies of the programs given at the bi-weekly entertainments and children's Saturday evening entertainments are to be mailed to the office of the supervisor not later than the follow-

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ing Monday. Programs are to be prepared a week or two in advance.

Ladies should remove their hats at all entertainments.

No play, recitation or song is to be given without a previous reading and censorship by the director.

Windows should be locked during moving picture entertainments. If not, the costly darkening shades are pushed out of place by the draft which causes them to get out of shape and tear. The janitor is the only one who should handle these curtains.

Numbers by groups of children and local talent brings large audiences. Children's dramatics should play an important part in the Saturday afternoon program. The principals of the neighboring schools may be asked for numbers. Group numbers appeal more than solo numbers.

The Saturday afternoon entertainment should never contain more than three reels and the children's eyes should be safeguarded by having other numbers between the reels. A suggested program is: 1. Education reel; 2. Announcements (slides and oral); 3. Stereopticon lecture (short); 4. Drama reel; 5. One or two numbers (musical, humorous, dramatic); 6. Comic reel. Boys 1:45-3:00 p. m., girls 3:30-4:45 p. m. The room should be thoroughly ventilated between 3:00 and 3:30. The numbers on the program should be short and snappy and a sameness should be avoided. Intersperse your program with brief catchy announcements regarding the center. Where a number of the program serves as a basis for an announcement of an activity take advantage of it.

Good piano playing adds to the effectiveness of moving pictures. For \$1.25 an expert musician can be obtained. A senior high school girl would probably welcome the opportunity and might be secured through the high school principal.

Lectures should not be read but talked from notes in a conversational manner.

Set a stated time when your band, orchestra, dramatic club, glee club, are to furnish a number for the entertainments as this furnishes an incentive.

Study the newspapers for entertaining talent. Consult your teachers, patrons of the social center, fellow directors and principals, programs in the office of the supervisor, the

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normal school and other educational institutions, church organizations, and settlement houses.

Encourage applause at the close of a number and be a leader in the applause. The assistants should be coached to be enthusiastic applauders.

No tickets should be sold in advance.

Participants in the program should not be left in a room unsupervised.

While the numbers are being rendered the director should station himself near the boy's section. Ushers should be in attendance throughout the program and stand in a position which permits of close supervision. After the entertainment the director should be in such a position as will enable him to pass a word or two with the people who are leaving. The aids should be assigned to different stations on the way to the outer door, first floor landing, second floor landing, and they should be encouraged to speak to the people as they go out.

PRACTICAL SUGGESTIONS FOR DOOR-TENDERS

The door-tender is not a night watchman. He is a reception committee of one. It is he who nine times out of ten gives visitors their first impression of the center.

Be dignified, courteous and friendly. Be stern when the occasion demands it.

Put people who seem strange at ease by welcoming them. Greet those who come in and bid adieu to those who leave. A handshake goes a long way. Put forth special effort to make the timid, the aged, and the poorly-clad feel at home.

Direct people to the wardrobe. Tell them there are no charges. Encourage them to take off their wraps. Attempt to become personally acquainted with the patrons of the center. Strive to learn their names.

If you speak a foreign language make use of it whenever you see an opportunity to do so.

School children must not be admitted in the evening. Newsboys and boy scouts are the only exceptions. They must present "membership cards."

Keep out undesirables.

Insist that careless young people remove snow and dirt from their shoes before entering. Instruct young men to remove their hats.

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Maintain discipline on the first floor. This can not be done by standing on the same spot all evening.

Discourage "lighting up" on the part of those leaving the building. Allow no smoking or loitering on the outside of the building. Make periodic trips around the outside of the building.

Always have in your pocket "attendance certificates" ready to be filled out on demand. Use a fountain pen or an indelible pencil. Do not give a boy his slip until he is leaving the building.

In Milwaukee the door-tender is required to report for duty at 6:45 and to remain at his post until dismissed by the director. He counts all the people leaving the building before 8:25 p. m. and after that counts all those entering. He leaves this count with the director each night to be recorded in the attendance report. He signs the vouchers for all money taken in at the entertainments.

PRACTICAL SUGGESTIONS FOR JANITORS AT NEIGHBORHOOD CENTERS

The social center janitor of a full time neighborhood center is subject to the orders of the center director after 3:00 which is the time he is due at the center. He is responsible for the firing after 3:30 until the close of the evening session.

If it is necessary to wheel coal each janitor at the close of his session is to see to it that the pile is as large as he found it. At the close of their respective sessions each janitor is to see to it that the ash pit is empty.

In a full time center, basement Active Game Rooms are to be swept twice each day, before 3:30 and between 3:45 and 7 o'clock p. m., evening centers once a day before 7 o'clock p. m. Use saw dust and kerosene.

The Assembly Hall is to be swept after being used in the evening and in a full time center between 4:45 and 7 o'clock p. m., if the director deems it necessary. If used during the day, the school janitor is to sweep it before 3:30. This hall is to be scrubbed once every two weeks and oftener if the director deems it necessary. All basement rooms and corridors are to be swept once a day.

All class rooms used by night school classes and social center activities and all corridors and stairways are to be

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swept after the regular day school session by the school janitor and after being used in the evening by the social center janitor.

All lights must be turned off as soon as pupils are dismissed in the afternoon and lighted when ordered by the director.

In a full time social center, the janitor or an assistant must be in constant attendance from 3:00 o'clock to the close of the session. Janitors of evening social centers are to report at 6:30 p.m.

If used three or more evenings a week the kindergartens are to be scrubbed once a week by the social center janitor, preferably Wednesday evening. According to the rules of the school board the regular day janitor is required to scrub the kindergarten once a week. Thus the kindergarten will be scrubbed twice a week.

All class rooms used for regular social center activities are to be scrubbed once every two months by the social center janitor. The rules of the school board require the regular day janitor also to scrub these rooms from four to six times a year. The rule for the social center will in no way affect this rule.

The swimming tank is to be drained every Wednesday evening and the bottom and sides thoroughly scrubbed.

If a full time center and class rooms are used from which the seats must be removed the two janitors have to cooperate. The school janitor will assist in the removing of the seats. The social center janitor in turn will assist the school janitor in the sweeping of this room and as many rooms as will make the sum total of rooms swept twice the number of rooms from which the seats were removed.

The social center janitor is to *dust* once a day all furniture used by the social center. This should be done at periods when the air is not laden with the dust from a recent sweeping.

The basement windows are to be cleaned once a month and oftener if the director deems it necessary.

The shower bath rooms and the showers are to be mopped every other day. The seats in the closed showers are to be scrubbed once a week.

The soap dispensers are to be replenished each day.

Harmony between the school janitor and the social center janitor will do much in establishing and maintaining a high standard of cleanliness in the buildings.

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PRACTICAL SUGGESTIONS FOR THE ADMINISTRATION OF A SHOWER AND LOCKER ROOM

The attendant is furnished with a master key for the lockers. At the request of a patron he opens a locker, permits the patron to store his clothing and then locks it again. The locker is not to be opened again except at the request of the patron.

When a patron obtains a towel, which is furnished for 1c, the attendant writes on a card the number of the locker or the shower used by him. When the patron leaves his shower or requests to have his locker opened, the attendant takes his towel and crosses out his number from the list. Soiled towels should be put into a receptacle provided for that purpose and under no conditions should they be allowed to lie around even for a short time.

Guard against the stealing of towels and see that towels are not misused. Allow no private towels to be stored in the lockers—hygienic reasons are obvious.

At the beginning of each session the director is to give the shower attendant a certain number of towels. These should be kept in a locked cupboard. At the close of the session the attendant should return to the director all used and unused towels. These must of course equal the number given to the attendant at the beginning of the session. The attendant should keep on a record sheet the daily account of the number of towels given and the number of towels used. This record should be handed in daily to the director together with the money taken in and the director should total this record each month.

Allow only one person at a time in a shower.

Explain to the patrons of the showers the danger of leaving the building directly after a shower bath. Encourage ending a bath with a cold shower. Teach warming exercises. Allow no children to take a shower bath the last half hour of the session.

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What Memorial for Our Soldiers

What is going to be our form of memorial for the soldiers in this war? In the main it has got to be in the kind of lives we lead. They have given the flower of their life, looking to us for the fulfillment which will never come unless we embody it.

It seems that the best thing we can do in the way of a visible symbol of our consecration will be something that shall express the ideal of human service for which they died. The soldiers' monuments through which we strove to honor the soldiers of our last great war are better than nothing, unsuccessful as most of them are from an artistic point of view—monuments to the unknown god of beauty as well as to the spirit of the men who gave their lives for freedom—but cannot we find something more appropriate?

Would not a community building of some kind, which should serve as a center of community service and expression, be a fitting memorial of the soldiers in this present war? It is a war for democracy and, as the American City magazine has said, democracy should have a home.

The building in a small town might be the town hall itself or an adjunct to it. Of course we cannot all suddenly build new town halls, but we could, when the occasion comes for rebuilding or through supplementing what we already have, provide a place in each smaller community, and several places in the larger ones, where people can come together for all sorts of public purposes, community sings, dances, concerts, lectures, public service by groups of citizens each as we have seen in working for the Red Cross. In large cities like our own these buildings might be the larger of the new schoolhouses in each district.

Such a memorial would fitly commemorate our soldiers by serving as an instrument for the continuance of that enhanced spirit of public service which has been to us the one great compensating gift of the war.

JOSEPH LEE

*A letter to the Boston Transcript